

NATIONAL BONDS CAPITAL PROTECTED SHARI'A COMPLIANT FUND
ALTERNATIVE END-OF-SERVICE BENEFIT SYSTEM (SAVINGS SCHEME)

EMPLOYER GUIDE

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WHAT IS THE SAVINGS SCHEME?

National Bonds Capital Protected Shari'a Compliant Fund

- Designed to provide investment returns on employees' end of service benefits.
- Capital-protected and Shari'a-compliant to meet low-risk investment preferences and achieve sustained long term investment returns.

Investment of End of Service Benefits

- Employees' end of service benefits are invested in reputable, performance-driven Investment Funds.
- Selected Investment funds have strong performance record and are approved by UAE's Securities and commodities Authority (SCA).

Employer's Role in the Scheme

- Employers select employees to be registered in the scheme.
- Employers ensure that the employee's end of service benefits are preserved.

Investment and Growth Potential

- Contributions are invested by National Bonds Capital Protected Sharia Compliant Fund to provide competitive investment returns.
- Contributions are designed to grow employees' end of service benefits over time.





OBJECTIVE OF THE SCHEME

The savings scheme protects employees against inflation or uncertain market fluctuations, thereby enhancing their overall wellbeing, increasing their investment returns, and fostering their long-term financial security.

This scheme enables both employers and employees to contribute to the growth of the UAE economy by investing in it.

NATIONAL BONDS CAPITAL PROTECTED SHARI'A COMPLIANT FUND

About National Bonds:

National Bonds was launched in 2006 with a mission to promote a savings culture that will benefit the people of the UAE. National Bonds is 100% owned by the Investment Corporation of Dubai (ICD), a principal investment arm of Government of Dubai. National Bonds is licensed and supervised by the Securities and Commodities Authority and audited by Dubai Government Financial Audit Authority, Shari'a Supervisory Board as well as reputable international external auditors.

National Bonds is proud to be approved as an Investment Manager to facilitate and provide all services related to the Savings Scheme for employers who volunteer to invest their employees' end of service benefits under MOHRE's Saving Scheme.

The Fund:

National Bonds Capital Protected Shari'a Compliant Fund is an investment Fund that allows employers to provide financial care and benefits to its employees by investing their end of service benefit in a simple and convenient manner. This investment option is suitable for employers seeking to grow their employees' end of service funds in a Sharia' compliant manner with low risk tolerance, and with the aim of generating money market-like returns.

With National Bonds Capital Protected Shari'a Compliant Fund, companies can monitor the performance via a digital and interactive platform. National Bonds aims to achieve a positive return on the fund for distribution to unit holders in the long run.

18
YEARS
900,000+
SAVERS & INVESTORS

DISTRIBUTED OVER
AED
2.9 BILLION
IN RETURNS

INVESTMENT PORTFOLIO
AED
15
BILLION

100+
COMPANIES
ENROLLED IN OUR CORPORATE
SOLUTIONS PROGRAM.

NATIONAL BONDS CAPITAL PROTECTED SHARI'A COMPLIANT FUND FACTS



Investment Objective

The fund is structured to provide investors with returns like those of money market investments, aiming to offer a stable and low-risk option. By carefully managing costs, including all management fees and operational expenses, the fund seeks to maximize net returns for investors.



Fund Investments

The fund will invest in Shari'a Compliant deposits with banks licensed by the UAE Central Bank and Sovereign Sukuks issued by the UAE's Federal and Local Governments



Key Facts

- **Shari'a Compliant** Fund
- The fund will **only invest in the UAE**
- **Open-Ended** Fund
- **Daily Dividend Distribution** (via issuing new units)
- **Zero** Subscription and Redemption Fees



Enhancing Talent Acquisition and Retention

- Maximum Investment in a single security: 10%
- Maximum Investment in a single group: 25%
- Maximum Maturity of any single security: 397 Days
- Maximum Weighted Average Maturity of the Fund: 180 Days

STRUCTURE FRAMEWORK



FUND MANAGER AND
SCHEME REGISTRAR



EXTERNAL AUDITOR



SHARI'A ADVISOR

**Baker
McKenzie.**

LEGAL ADVISOR



FUND ADMINISTRATOR
AND CUSTODIAN

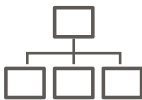
BENEFITS FOR EMPLOYERS



Unique Investment Opportunity Backed With Expertise And Experience Of National Bonds

National Bonds Capital Protected Shari'a Compliant Fund offers the following advantages to the employers who choose this option:

- Anticipated profit distributed to employees on a daily basis.
- Control of redemption in line with MOHRE guidelines.
- Shari'a Compliant.
- Capital Protected through its underlying investment strategy.
- User friendly and seamless experience through its portal.



Reducing Administrative Burden

The National Bonds Capital Protected Shari'a Compliant Fund efficiently manages end-of-service benefits through its expertise in scheme administration, reducing companies' administrative burden and enabling them to focus on growth and development.



Optional Employer Top-Up Contributions

Employers can enrich their employees' benefits package by opting to contribute beyond the standard entitlement. This flexibility enables employers to provide greater support to their staff, reinforcing their commitment to employee wellbeing.



Enhancing Talent Acquisition and Retention

Employers benefit from the National Bonds Capital Protected Shari'a Compliant Fund by enhancing the financial wellbeing of their employees, leading to increased productivity and job satisfaction. This helps in not only attracting top talent but also in retaining it, offering a significant advantage in today's competitive job market.

BENEFITS FOR EMPLOYEES

01

Unique Investment Opportunity with Sustainable Returns

- Anticipated profit distributed daily.
- Shari'a Compliant.
- Capital Protected option for preserving investments.
- User-friendly portal for visibility of funds, and daily profit distribution on invested funds.

02

Alternative Investments Options

Employees have the option to enhance their investments by voluntarily adding their own funds to the available options. These additional investments are entirely at the employee's discretion, supplementing the employer's contributions.

The voluntary subscription raises awareness on financial planning for personal savings, as it offers workers the opportunity to keep investing their entitlements even after leaving their jobs.

03

Flexible Continued Investment Option

The program offers the flexibility to continue investments with National Bonds even after their employment ends. This ongoing opportunity allows for sustained growth and long-term financial stability, reinforcing our commitment to supporting employees beyond their current workplace.

04

Empowering Financial Awareness and Financial Planning

Financial Literacy helps employees to take control of their financial future and grow their savings. By participating, employees gain some of the knowledge necessary to make informed investment choices, helping ensure a more secure financial future.

STEPS TO REGISTER FOR NATIONAL BONDS CAPITAL PROTECTED SHARI'A COMPLIANT FUND

1. Choosing the fund and Registration:

- Following approval, the employer chooses an approved investment fund.
- In this case, it is National Bonds Capital Protected Shari'a Compliant Fund.
- The employer signs up for the Savings Scheme through the MOHRE website.

2. Investment Agreement:

- The employer signs the investment agreement with National Bonds, the latter being the Fund Manager and Registry Administrator.

3. Subscription mechanism:

National Bonds system enables the following on the portal:

- Provides the employer a username to involve workers who want to invest in the fund.
- Informs the employer on the method of transferring subscription amounts.
- Provides the employer with the ability to view the establishment's account in the fund.

4. Periodic transfer of subscription amounts:

- The company periodically transfers subscription amounts to the Fund as per the MOHRE and the Fund's terms.

5. Electronic data transmission:

- The MOHRE electronically transmits the data of participating employees and companies to the Registry Administrator.
- National Bonds system provides employers and workers electronic data statements.

The National Bonds Capital Protected Shari'a Compliant Fund aims to grow employees' savings and provides competitive investment returns, thus boosting the economic impact of the employer and the worker in the UAE. For more information, please feel free to ask further questions by calling 600 522279

RULES OF PARTICIPATION IN THE SAVINGS SCHEME*

Basic subscription amount

Employers' contribution to the investment fund for full-time employees as per MOHRE guidelines is as follows:

- 5.83% of their employees' monthly basic salary if the employee has not completed five years of service.
- 8.33% if the employee has served more than five years.

Subscriptions must be transferred into the investment fund within 15 days of the beginning of each calendar month.

Additional voluntary subscription

In addition to the basic subscription made by the employers, subscribed employees may contribute voluntarily a percentage of their salary or an additional amount, either in instalments or as lump sum.

The voluntary contribution will be deducted from their salaries, provided it does not exceed 25% of the total annual salary.

Entitlements of the employee

The employee is entitled to all basic subscription amounts paid by the employer and any returns resulting from it during the subscription period, within 14 days after the termination of employment. He also has the option to continue investing in the scheme. Employees can withdraw part or all of the voluntary contributions or their investment returns at any time during their employment, in accordance with terms set forth by the fund manager.

* Based on the prime minister office resolution 2023/96# in respect of complimentary savings scheme, the alternative off employees end of service system.

For queries or for more information, please contact:



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